

# Strengthening the capacities of the Mining, Gas, and Petroleum SSC by providing training to council members and associated stakeholders on how to conduct skills assessment and labour market assessment in the mining industry



## Summary

Working in partnership with the Rwanda Mining Association, Rwanda Mines, Petroleum and Gas Board and Rwanda Development Board we delivered an EU co-financed VET Toolbox project through Enabel to strengthen the capacities of the Mining, Gas, and Petroleum Sector Skills Council (SSC). The aim was to train to council members and associated stakeholders on how to conduct skills and labour market assessment in the mining industry, incorporating comprehensive planning on how to bridge skills gaps, paying particular attention to gender, inclusive TVET and employment in the industry.

## Challenge/Opportunity

The mining sector in Rwanda has grown significantly since 2006 when it was privatised and proves to be an important source of export revenue, fostering increased growth and economic transformation.

As a priority sector for the country, its transition from a largely artisanal and small-scale mining to a professional and efficient mining industry relies on professionalisation of the sector with competent teams in place that lead operations at both technical and managerial levels .

To support this, the National Skills Development and Employment Promotion strategy 2019-2024, aims to revamp the Mining, Gas, and Petroleum Sector Skills Council (SSC) as the critical intermediary in the dialogue between skills supply and skills demand.

## Skills Solution

We carried out a holistic skills and labour market assessment of the mining industry to inform short, medium and long-term interventions that will bridge capacity and skills gaps in the industry. The labour market assessment paid special attention to gender, decent work and inclusive TVET and employment in the industry and aimed to:

- understand skills demand / supply
- identify specific skill sets for employment for the particular target groups
- identify barriers and enablers to support change and inclusion.

## Rwanda

Client: Enabel

*“It’s my absolute pleasure to recommend the services of People 1st International to facilitate establishing and strengthening the capacities of sector skills councils as well as supporting the development of short, medium and long term strategic and operational planning. The team delivered high-level expertise relating to labour market assessment and skills gaps analysis, responded flexibly to changing requirements and additional challenges during the implementation process, and respected the tight turnaround time of the project. I thoroughly enjoyed the communication with the different team members, which was open and straightforward. Their input and guidance in strengthening the capacities of the Mining, Gas, and Petroleum SSC is a truly valuable asset to the further development of the sector.*

Gert Janssens, Liaison Officer VET  
Toolbox project

Expertise Education, Training &  
Employment

Enabel, Belgian Development Agency

The structure of the mining industry in Rwanda - where organisations report that up to 90% of their staff are local and non-permanent – meant that a traditional approach to labour market assessment would prove challenging. Employees were unlikely to attend focus groups and complete surveys which meant we had to adapt and tailor our approach to the country context.

We engaged an in-country team of experts in research who also had strong links with the mining industry. They identified key businesses and the owner/managers and carried out 1:1 interviews by phone to input their responses into a survey which could then be analysed.

This approach ensured a representative sample geographically and by type and size organisation and meant we gained qualitative insights to enrich the survey data and provide additional intelligence on the labour market.

We also trained, coached and supported the SSC team on skills and labour market assessment methodology including;

- the design of research for conducting labour market
- data processing, analysis, presentation, and reporting, resulting in (sub-)sector scans with present and future needs
- standardisation of the workflow and process guidelines, supported by detailed templates and tools

When presenting our findings, we worked closely with project partners to reach a wide range of key stakeholders. This collaborative approach brought in the main associations, individual employers, government departments and educators to a discussion platform for the future of skills development in mining.

## Outcome/Impact

The rapid assessment gave a strong foundation for development of the training resources, and also for the skills profiles in the mining sector, international best practice and stakeholder mapping. From the analysis of the assessment, the results fed into a portfolio of templates being created and we also developed a toolkit, which the SSC and Rwanda Development Board can use for further capacity building in the future. The working groups, one to one interviews and the survey provided engagement with the industry and reflected the potential for improvements in skills development that would outweigh the original objective envisaged.

Sustainable results were created at; organisational level i.e. for the SSC and for the Rwanda Development Board labour market specialists; for education and TVET by supporting more flexible, relevant and accessible training solutions; at beneficiary level by providing the industry with a more coherent response from government to skills development.

## About People 1st International

Our team of expert international consultants support countries with a true thirst for professional development, who are passionate about helping young people, challenging social and gender exclusion, addressing the barriers to work and supporting continuous professional development of the existing workforce.

To discover how we can support you with labour market intelligence, technical vocational education and training strategies and practical skills solutions, get in touch at [info@people1st.co.uk](mailto:info@people1st.co.uk) or visit [www.people1st.co.uk](http://www.people1st.co.uk).

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